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ANNOUNCEMENTS.

INAUGURAL MEETING OF THE EIGHTEENTH SESSION : PRELIMINARY ANNOUNCEMENT.

This meeting will be held, by kind permission, in the Hall of the Worshipful Company of Stationers, Stationers' Hall Court, Ludgate Hill, E.C., on **Wednesday, October 16th.** The Chair will be taken by the Worshipful Master of the Stationers' Company, **G. E. Briscoe Eyre, Esq.**

The Inaugural Address will be delivered by the **Very Rev. W. R. Inge, D.D.**, Dean of St. Paul's.

Arrangements are being made which it is hoped will ensure unqualified success for the meeting in every way.

EDITORIAL.

The New President. With this number is presented what we think to be an exceptionally good portrait of our President. Mr. Henry T. Coutts has had excellent training for his office. He was for many years an assistant in the Croydon Libraries, occupying latterly the position of Librarian-in-Charge of the Lending Department, a position that he relinquished to become Librarian of the North Islington Library in 1905. He has been an active worker in the Association for ten years; has contributed to the various library magazines frequently; has published, in collaboration with Mr. G. A. Stephen, the "Manual of Library Book-Binding"—a model technical treatise; he is a Fellow of the

Library Association, and has served as Secretary on its Paper Sub-Committee ; and his work as Honorary Secretary of the L.A.A. for the past three years is well known. We believe the Association will continue to prosper under his direction.

The Work of the Council.—The Council and its helpers have a heavy session before them. The first work to be undertaken is a wide and active campaign to ensure a larger membership, and to extend the influence of the Association. A Propaganda Committee is busy with this project, its able secretary being Mr. H. G. Sureties, of the Shepherd's Hill Library, Hornsey ; and we hope that every assistant in the country will soon know of the work and possibilities of the Association.

A much more difficult work, but one undertaken with equal enthusiasm is a "Report on the Conditions of Service in Non-Municipal Libraries." The report on the conditions obtaining in Municipal libraries issued by the Association last year has proved of immense value, and the proposed Report will complete the work that was commenced in the former Report. The difficulties of reaching assistants in other libraries are very real ones ; there is no list of them, and information as to staffs, hours, salaries, etc., is nowhere available at present. To procure the information a strong Committee has been formed, which, in addition to members of the Council, includes Messrs. Luxmore Newcombe (Sub-Librarian, University Coll.) ; C. H. R. Peach (Gray's Inn Library) ; T. W. Huck (Literary and Scientific Institution, Saffron Walden) ; R. Wright (Royal Societies' Club) ; and Miss C. Richmond (London School of Economics). The ideal before the Committee is to classify non-municipal libraries, to gather information on the points we have mentioned, and to discover in what ways these varied and too distinct branches of the profession may be linked up.

Library Assistants in the North West.—On another page we publish a letter from Mr. Wright, of the Bolton Public Libraries, giving interesting details about the Bolton Staff's successes in the L.A. Examinations. We invite correspondence in reply to his questions. Mr. Wright goes on to suggest the formation of a Branch of the L.A.A. in the North West, adding that such a Branch would receive enthusiastic support in Bolton. It is one of the sincerest wishes of the Council for a Branch to be established in the Lancashire district, because not only does the county contain a very large number of assistants, but they are also known

to be among the most enthusiastic. But it is not for the Council to approach the assistants of a district, however numerous they may be, and point out to them that they might form a Branch. The desire should first come from the assistants themselves. A Branch of the Association can only be formed, according to the rules of the Association, by not less than ten members applying to the Council for a Constitution. We can say with every confidence that the Council would heartily welcome such an application from Lancashire. There are in existence already two associations of assistant librarians in the Liverpool and Manchester districts respectively, of which many members are also members of the L.A.A. We have often pointed out in these pages the advantages to be derived from a combination of assistants throughout the country in an Association that can be called truly national, and have expressed the wish that Lancashire could be more fully represented in the L.A.A. There need be no loss of independence to any district association in linking up with the Library Assistants' Association. All branches retain their own constitution and rules, their own library, transact their own business, and they have in addition the prestige of the larger body with the benefits of a journal circulating throughout the country, and, in fact, throughout the world. We hope that the desire expressed in Mr. Wright's letter will soon bear fruit in the establishment of a North West Branch of the L.A.A.

The Coming Session.—The Eighteenth Sessional Programme is practically complete and will be published *in extenso* in our next issue. It promises to be one of the most practical and helpful of recent years. The Association is to be congratulated on having been granted permission to inaugurate the session in the Hall of the Stationers' Company, as well as on the fact that so brilliant a scholar and thinker as Dean Inge has kindly consented to give the Inaugural Address. Other meetings will be at the Horniman Museum; at Niton in the Isle of Wight, where the Association will join the Library Association in celebrating the centenary of Edward Edwards; at Wimbledon; and already arrangements have been started for the Easter School to be held in Holland. These are only a few of the events. There are other prospects to look forward to. The Potter Briscoe Prize is offered for the best paper read by an assistant before any library society; the prizes for the best progress in debate shown by associates are still to be won; and there will probably be prizes for the best account of the

work accomplished in the Easter School. Regular support and active participation in the business of each event are the best evidence of one's enthusiasm for the profession of librarianship, and the Council hopes for largely increased attendances at the various meetings which go to make up the coming session's programme.

Library Association Classes.—There is unfortunately a probability that after next winter the classes at the London School of Economics will be discontinued. Every year sees a diminution in the number of students; not, as we think, caused by the apathy of assistants, but by the natural exhaustion of our restricted field; the appointment of boy assistants who are dismissed at eighteen years of age; and, it may be, the growing tendency to appoint girls without sufficient inducement to remain in our work—although we know that girls make quite as good students as lads do. It is worth while, therefore, to appeal to such of our members as have influence to exercise it in getting students who have not yet done so, to support the classes. The L.A. certificates are becoming more and more valuable as an asset, towards obtaining which the classes are invaluable. Their loss would prove a very real one and we hope it will be prevented.

Library Association Election.—It is our pleasure to announce that our Honorary Secretary (Mr. W. C. Berwick Sayers) secured 157 votes at the recent Library Association Election, and thus obtained a seat on the Council. He asks us to tender his thanks to such of our members as supported his candidature.

LIBRARIANSHIP FROM A WOMAN ASSISTANT'S POINT OF VIEW.*

By ETHEL GERARD, Sub-Librarian of the Worthing Public Library.

Many congenial professions have arisen during the last thirty years for the educated woman, but few can offer more attractions than that of librarianship. This profession, while it may be looked upon as one of the most modern, is at the same time, paradoxical though it may sound, one of the most ancient. I do not intend in this paper to deal with the historical side of librarianship, interesting though this aspect is, neither do I intend to treat my subject from an

*Paper read at the Inaugural Meeting of the South Coast Branch of the Library Assistants' Association, at Brighton Public Library, on Wednesday, 29th May, 1912.

idealistic point of view. The ideals, aims and ambitions of this profession have already been put forward with more eloquence than I can ever hope to put them, but beautiful and inspiring though ideals and aims may be, yet in this matter-of-fact world they do not take the place of more material things. My paper then is sordidly practical, for in it I have regarded the library profession as a means of livelihood for educated women generally, and the woman librarian as a business woman particularly. In speaking of librarianship my remarks will chiefly apply to women in English municipal libraries, but the general aspects of the topic will also apply to those employed in college, subscription and private libraries.

It has been said that the modern woman has no limitations; the girl librarian is essentially a modern type of woman, yet sad though it be to relate, it is nevertheless true that up to the present she appears to be more remarkable for her limitations than for her lack of them. In making this remark I do not wish you to think I am decrying my own sex, my intention is quite the opposite, but I do mean to say that the girl assistant, in this country, has not claimed for herself the high position she might have done, and that it is largely through her own fault that this is so. I believe I am correct in stating that the first library in England to employ women assistants was that of Manchester. On the 5th of September, 1871, the following advertisement appeared in the "Manchester Guardian":

"Wanted a respectable, intelligent young woman as assistant in the Free Libraries."

Evidently these respectable, intelligent young women were a success, for in 1879 there were thirty-one women assistants employed on this staff, and in 1911 this number had grown to that of ninety-seven. From the year 1871, when we first hear of girls being chosen for the work in England, to the present time, over forty years have elapsed. From recent statistics we find that nearly 700 women are now employed as assistants in 137 rate supported libraries in the United Kingdom. Of this number a few are filling high, but the majority quite humble, positions on their respective staffs. Why is this so? and whose fault is it? I know the answer may be given to my first query "because the men fill most of the best positions." You are quite right; it is so. But have the women of this profession tried to fill them? Have we qualified ourselves and worked shoulder to shoulder with the men? In many cases I am afraid the answer is in the negative. The women assistants

of this country have been too content to remain—I won't say at the bottom but perhaps half way up—the ladder of their profession ; and so long as they are content to remain in such a position it is hardly likely that the men are going to urge them to wake up and get on, although as soon as they do make up their minds to do so, I believe they will find the men of the profession broad minded and fair enough to welcome them as colleagues irrespective of any sex prejudice.

During the past 40 years a considerable number of women must have passed through this profession, and how many of them have been heard of outside of their own particular libraries? Perhaps the initial mistake of the assistant of the past has been that she, in company with many other women workers of her time, has been too much inclined to trade upon her femininity. She has been satisfied to produce work that has not borne upon it the hall-mark of the highest quality, and such work has been passed upon the grounds that she was "only a woman." Her second mistake has been her lack of initiative and enterprise. She has been too content to remain not far from where she started forty years ago, whether through a spirit of contentment or laziness I will not say.

A woman is naturally endowed with certain qualifications for this profession, that are not shared in an equal measure by the men of it. For example a woman is *ideally* suited to have charge of a children's library. In the majority of cases an average woman assistant would fill such an appointment much better than an average man assistant. She would be more patient with the little ones, more likely to gain their confidence, more sympathetic and and yet at the same time would be a good disciplinarian, and a capable official. Many of you will agree with me here, and admit that in such cases, or in filling the positions of ordinary assistants, and not taking much responsibility or initiative upon themselves, women are a success, but that as chief librarians where there is a large or mixed staff, they are a failure. In our present stage I grant that it is so. I believe there are very few women in this country at present qualified and capable of taking a position at the head of a mixed staff of say twenty assistants. This statement only emphasizes the necessity of technical training and qualification. We find women both in this and other countries at the head of colleges, schools, hospitals, and business houses ; we find them filling responsible

positions as factory, school, and other inspectors; we find them as doctors, architects, and even farmers; and, in fact, entering and successfully competing in a hundred other professions and trades. Do they reach these positions, think you, without training? Does some beneficent providence make them its special care? I say no. Women who fill these positions have had an ideal and a purpose; they have worked, they have spent money and time, and have sacrificed many things to qualify themselves for the positions they now fill. I now come to one of the most crucial points of my paper—it is that in many libraries hitherto, the wrong type of girl has taken up this particular kind of work. Until comparatively recently it has been the general custom, when a vacancy has occurred, to appoint girls about fourteen years of age, who have just left, in many cases, the elementary school. A girl of this type—all honor to her—is usually required to bring grist to the family mill as quickly as possible, and thus has been attracted to a form of employment for which she is entirely unsuited, owing to the fact that no sum of money is required for the purpose of apprenticeship, and that she will receive a small sum of 5s. or more per week from the commencement of her appointment.

This system has resulted in the appointment, in a number of libraries, of a class of girl totally unfitted for the work, and consequently has built up prejudices and objections to girls filling these positions that the qualified woman assistant has now to break down. As the first step in this direction, a system of apprenticeship has been instituted in several libraries, with the object of getting a more suitable type of girl to enter the work. Under these conditions, girls are required to give their services free for a certain time, usually one year, and to prepare for the professional examinations. Preference is given, when selecting candidates, to those with some knowledge of French or German and Latin; and to those who have passed the Oxford or Cambridge Local examinations. As things are at present, I am compelled to admit that the prospects held out by the library profession to this type of girl are not very promising. The salaries given are never very high, but we must be optimistic; it is only a comparatively short time ago that librarianship, as we know it, became a recognised profession for men.

By the institution of a system of apprenticeship, one of the most knotty problems affecting women's work in

libraries would be solved. Many parents of limited means are often at a loss to know what to do with their daughters. After a considerable sum of money has sometimes been spent on these girls, the family purse cannot bear the further strain of apprenticing them, at perhaps a heavy premium, to one of the larger professions—consequently they drift as governesses or typists into fields of labour that are already over-crowded. Now it is to girls of this type that librarianship should appeal. To girls whose people are in a position to admit of them giving their services for at least one year without salary, and perhaps two or three years at a comparatively small salary while they are receiving their professional training. To me this seems a much more satisfactory method than, say, that of the payment of a premium for apprenticeship, or as I have already referred to, the payment of a small commencing salary.

Many of you may agree with the principle of my theory, but will object to it on the grounds that the library profession does not offer a girl very much at the end of her training, but in future if girls show themselves capable and qualified to fill the better positions they will undoubtedly be chosen to do so. It has been said that library work is in a transition state in this country, and that within the next few years libraries will either become swamped by the educational or other authorities, or that they will become a greater power in the land than ever they have been. Those of us of an optimistic turn of mind are inclined to the latter opinion.

While speaking of the desirability of training and qualification, I think Miss Fegan put the question, from my materialistic point of view, well, when she said "More efficient librarians mean more efficient libraries, more efficient libraries mean more enlightened citizens, more enlightened citizens mean greater willingness to increase the library rate, and this would seem to point to the more enlightened consideration—better pay."

Another point of interest is that of the natural as distinct from the acquired qualifications of women for the work of librarianship. Business girls generally in the past have had the reputation of being discourteous, bad-mannered, untidy both in their appearance and work—that they lack discipline, are unpunctual and so on. Against these alleged drawbacks I would quote a charm of manner, conscientiousness, thoroughness and attention to detail, intelligence and painstaking ambition as great as will be found in the masculine worker of the same grade. Years ago some of

these allegations against the business girl were probably merited, but during the past ten years this type of girl has evolved in many instances from a very inefficient, into a very efficient worker. The modern business girl of grit now refuses to have her faults excused on the plea of sex; she has recognised that if she is to gain and hold a place for herself in the busy life of the day she must be efficient. In fact the motto of "efficiency" might be taken as the watchword not only of the business girl but of every successful worker, in every profession and trade at the present day. The appointments that may be filled by the girl whose sole incentive to work is the requirement of pin-money are becoming more and more rare. Busy men and women have now no time to bother with this type of girl, she must either qualify herself for the position she attempts to fill, or make way for a more efficient successor. Consequently, recognising the higher standard required of her, the modern business woman generally has risen to the occasion, and the incapable, fussing, sloppy woman, has gradually made way before a new type of woman worker, who is typical of the progress and development of the time. Not only in methods of work has this great change come over the business woman, but also in her personal appearance and dress. As already mentioned, one of the old stock objections to women in offices was that of the unsuitability of her attire. During the past few years, in addition to those papers supposed to be specially devoted to women and their interests, most of the leading papers, have from time to time published articles and even sometimes heated discussions, under such headings as "The Business Girl and her Dress," &c. Speaking generally, the business girl of to-day is a much more suitably attired woman than her sister of eight or ten years ago. Yet, with the exception of nurses, the girl librarian appears to be the only recognised class of worker to face the vexed question of dress and come to any thing like a satisfactory solution of the problem. In many of the more important libraries, it has become the custom for girl assistants to wear when "on duty" an official overall. In this instance at any rate the girl librarian has been a pioneer among the women workers of her time.

It has been said—and with a good deal of truth—that women are being increasingly employed on the grounds of economy, and that library authorities, labouring under the restrictions imposed through the rate limitation are offering women assistants salaries such as they would be

ashamed to offer men filling the same positions. There is a great deal of truth in this statement, although Councils may have no souls and Committees no hearts, blood cannot be extracted from a stone. This only again emphasises my point of technical training if women will but sufficiently qualify themselves, they cannot be offered smaller salaries than men, and I see no reason when the rate limitation is removed why the scale of remuneration for women should be lower than that for men.

To return, however, to the specific question of librarianship from which I am afraid I have somewhat digressed. The point of technical training cannot be over emphasised, but I will not weary you by stating how it can be obtained; you are all as familiar with the requirements of the syllabus of the Library Association as I am. The point I wish to emphasise is that the woman librarian to be a success must be a good business woman. The librarian who is a scholar but who knows little of the practical or financial aspects of her work is hardly likely to be a success unless she happens to possess a "sub" of a mathematical turn of mind, consequently assistants who aspire to filling some day the exalted post of "chief" need to cultivate not only the literary and artistic side of their profession, but the practical side also. If a girl aspiring to become a librarian is not naturally endowed with good manners, she should make it one of the chief objects of her life to acquire them. Many a berth has been lost through brusqueness and shortness of manner. A great deal of the success or failure of a library rests with the manners of its staff, and it is probably of greater importance to be able tactfully to smooth down an indignant borrower than to give without reference the name and date of the first printer in Amsterdam. Good manners, tact and the patience that "suffers fools gladly" are three of the most valuable assets that any business girl can possess.

One of the most popular delusions regarding librarianship is that it consists solely of the issuing of books to borrowers by the assistants, who fill up their spare time with mending the books and keeping them in order upon the shelves. That librarianship consists of knowing a little of every subject in general and a great deal of literary matters in particular never seems to occur to most people. Some time ago one good lady remarked to me "I suppose if you passed all your examinations you could take charge of one of Boots's libraries?" This popular idea that any fool can be a librarian, but that only an educated man can be a dust

inspector is one of the ideas we must get out of the heads of the public as quickly as possible. Another lesson that needs learning—both by the men as well as the women of this profession—is to look a little less suspiciously at one another, and for each to recognise that in the future it is to be a case of the best man wins, irrespective of sex. I am aware my metaphor is somewhat mixed, but I think the meaning is clear. I have never worked on a mixed staff, and have had no practical experience of one, but judging from the help I have always found so readily given me by the men in our work, I believe the girl assistant on a mixed staff should have a very good opportunity of rising in her profession. There is no room in the library world for the woman who looks upon cataloguing as "a bore," or for the man who "can't see the sense of classifying." There is only room for men and women who put the love of their profession before personal likes and prejudices. When the qualified girl assistant of the future applies for a vacant berth with her certificates at her back, she cannot be ignored, and if she does not get the first appointment she applies for, she will probably get the second.

I remember once hearing a reply which I thought was very fine, a man was being congratulated upon having risen above very adverse circumstances to the highest position he could attain in a warehouse; his reply to "How did you do it?" was, "I've done twice what they paid me for, that's the secret of my pull." It is to the assistants who do twice what they are paid for at the present time, that the success of the library profession has to depend upon both now and in the future.

THE NEW CHIEF LIBRARIAN AT BIRMINGHAM.

One of the most popular library appointments of recent years has been that of Mr. Walter Powell, hitherto Deputy-Librarian, to the position of Chief Librarian of Birmingham Public Libraries. Mr. Powell is fortunately still a young man, with the best and most developed years of his life before him. He was born in the city he now serves in 1874. He entered the Libraries in 1889, and showed such genius for his work that he received the important appointment of Deputy after the comparatively short period of ten years service. His first chief was Mr. J. D. Mullins, with whom many of our chief Librarians in various parts of the country were at one time co-workers. As junior he took the only prize offered at one of the Summer Schools of Librarianship.

The position to which Mr. Powell succeeds is probably unique. The recent enlargement of the boundaries of Birmingham has made it the second city in the Empire, and the library system, a conglomerate of many hitherto separate and not unimportant libraries, must undoubtedly present problems to exercise the most capable administrator. The centre of the system is the Reference Library of over a quarter million volumes, with its various special collections, and notably the Shakespeare Memorial Library, for the completeness of which Mr. Powell is usually credited. The issues from the Reference Library alone amount to half a million volumes annually. Adjoined to it is an extensive Library of Patents. The Lending Libraries consist of a Central Library of about 35,000 volumes, and 22 Branches, which include such fairly extensive libraries as Aston, Handsworth, and Balsall Heath, ranging from nearly 15,000 volumes to 22,000 volumes, and issuing together rather more than two million volumes. The interesting difficulties of the system are the various methods of issue and classification in use. Card charging, indicator, and even the old fashioned ledger charging systems are in vogue, but so far open access does not obtain; and with regard to classification, three of the branches are classified decimals, the Reference Library is minutely classified on a system of its own, but the remaining libraries are not yet more systematically treated than by the heterogeneous method known as "main classes," which is not really a classification at all. Mr. Powell is already at work on the co-ordination of the system. Card charging will be adopted during the present year throughout the lending libraries, and many other improvements may be expected in the near future.

Mr. Powell is a man of vivid and striking personality, broad minded and open to the newer ideas current in the profession; he is immensely popular with his staff, a matter which speaks volumes for the worth of a Chief. He is a well known contributor to the professional library journals, and we remember with pleasure a paper on "Librarianship in the Future" delivered by him at the Eleventh Annual Meeting of the Library Assistants' Association. He was chosen to write one of the six papers presented by English librarians to the International Library Conference at St. Louis in 1904. He is a Member and Past President of the Birmingham District Library Association, a Member of the Central Literary Association, of the Midlands Art Club, and, naturally, a Fellow of the Library Association, to the

Council of which it is gratifying to see he has been elected.

The position Mr. Powell has accepted is an enviable one. It carries immense prestige in the profession, and it is a magnificent field for the very great capacities with which we know him to be endowed. As members of the Library Assistants' Association we have to thank him for his cordial co-operation and goodwill in all the activities of our Midland Branch. No section of the profession is more gratified by his appointment than our Midland members. We wish Mr. Powell and them the best of good fortune under the new régime.

W.C.B.S.

LIBRARY ASSOCIATION EXAMINATION: PASS LIST.

Section 1. Literary History.

Pass.

(Additional name).

Barr, J., Fisher Library, University of Sydney, Australia.

Section 2. Bibliography.

29 candidates entered, 27 papers received, 18 passed.

Honours.

Nil.

Merit.

Miss E. Fegan, Ladies' College, Cheltenham.

Pass.

Barlow, F., Public Library, Bolton. Brown, R. W., Public Library, Northampton. Casleton, O. G., Central Library, Kensington. Coupland, W. B., Free Library, Blackburn. Edwards, H. H., Central Free Library, St. Helens. *Gilbert, Miss M., Fulham Public Library, Lillie Road Branch. Gray, D., Public Library, Coventry. *Krauss, H., Public Library, Croydon. *McColvin, N., Public Library, Croydon. *Pepper, F. W. C., Public Library, Bolton. *Pollitt, W., Public Library, Coventry. *Rees, E. J. Central Library, Cardiff. Sydney, E., Public Library, Bolton. *Tomlinson, H. W., Central Library, E. Ham. *Williams, R. J., Central Library, Cardiff. *Wilson, W., Public Library, Gateshead. *Woodbine, H., Northfield, Birmingham.

Section 3. Classification.

43 students, 35 passed.

Honours.

Nil.

Merit.

Dixon, Miss P. E., Beechy House, Victoria Park, Manchester. *Gerard, Miss E., Public Library, Worthing. *Groom, H., Public Library, Harlesden. *Mash, M. H. B., Central Library, Croydon. *Webb, A., Public Library, Brighton.

Pass.

*Ballen, Miss D., British Library of Political Science. Barber, G. A., Kingston-on-Thames. *Bridge, W. R., Wimbledon Park. Cochran, R., Rawdon Branch Library, Liverpool. Dean, A., Western Library, Boulevard, Hull. Denton, Miss A. V., North Library, Islington. Evans, J. T., Reference Library, Liverpool. Fletcher, E., Whitechapel Library. E Garner, P. A., Bishopsgate Institute, E.C. *Gay, T. E., Public Library, Dublin. Gifford, J. D., Gt. Lever Branch Library, Bolton. Haigh, F.,

Central Public Library, Halifax. Hamer, H., Public Library, Bolton. Hurley, Miss L., Barnsbury. Logan, Miss M. C., Palmer's Green. *Lundie, P., Central Library, Fulham. *Morgan, F. C., Public Library, Malvern. *Morgan, W., Central Library, Cardiff. *Parker, W. H., Hackney Public Libraries. Perry, Miss M. P., South Govan. Robinson, S. C., Central Library, Greenwich. *Sawtell, H. C., Public Library, Wimbledon. *Sexton, C., Central Reference Library, Cardiff. Smith, J. F., Public Library, Liverpool. Smither, R. E., Public Library, Brighton. Tucker, E. G., 13, Winchester Street, Warwick Square, S.W. Warman, A. J., Evesham. Williams, R. G., Bolton. Wright, T. W., Public Library, Bolton. *Yates, A. H., Monkwearmouth Branch Library, Sunderland.

Section 4. Cataloguing.

83 candidates entered, 81 papers received, 42 passed.

Honours.

Nil.

Merit.

*Morgan, W., Central Library, Cardiff.

Pass.

Agate, L. D., 151, Ebury Street, S.W. *Ballen, Miss D., British Library of Political Science, Clare Market. Bird, C. H., Woolwich. Bleas, W., Reference Library, Manchester. Bromley, Miss E. A., West Branch Library, Thornhill Square. Bushell, C., Free Library, Liverpool. *Carlisle, A. D., Public Library, Eltham. *Dixon, H., Public Library, Croydon. Dixon, Miss P. E., Manchester. *Freer, P., The University, Edmund Street, Birmingham. *Goulden, H., Public Library, Torquay. Green, Miss L., Newcastle-upon-Tyne. *Hall, P. C., Northern Branch Library, Hull. Halliday, H., Public Library, Bolton. *Hamblyn, A. W., Public Library, Eastbourne. Hamer, H., Public Library, Bolton. Heath, C. G., Public Libraries, Coventry. *Hellawell, F., Public Libraries, Rochdale. Honey, Miss A. G., Fulham. Jennings, W., Public Library, Kensington. Lloyd, Miss E. H., Areley Hall, near Stourport. Luke, E., Central Library, Woolwich. Packington, L. J., Tate Central Library, Brixton Oval. *Padfield, W. O., Central Library, Cardiff. *Patrick, F. J., Reference Library, Birmingham. Phillips, W. A., Central Library, Hull. Pratt, W. A., Central Library, Eastbourne. Randall, W. J., Liverpool. *Riley, T., Lancaster. *Sandry, F. E., Public Library, Canning Town. *Sawney, T. E., Central Library, Hull. Saxon, Miss E. B., Reference Library, Liverpool. *Sleight, A. E., Central Library, Hull. Smith, F. R. S., Guildhall Library, London. *Treliving, N., Branch Library, Woodhouse Moor, Leeds. *Usherwood, V. B., Woolwich. Voce, Miss E. M., Reference Library, Liverpool. *Walker, J. E., Public Library, Gateshead. Whitehead, H., Reference Library, Manchester. *Wright, R. W. M., Victoria Art Gallery, Bath. *Wrigley, M. J., Central Library, Stockport.

Section 5. Library History.

40 candidates entered, 37 papers received, 24 passed.

Honours.

Nil.

Merit.

*Clarke, G., Central Library, Sunderland. *Nowell, C., Central Library, Ashton-under-Lyne. Okell, E., Central Library, Bolton.

Pass.

*Ames, J. E., Public Libraries, East Ham. Arrundale, Miss E. V., West Branch Library, Islington. Bennett, P. J., Central Public Library, Bournemouth. *Broadhurst, H. P., Branch Library, Redditch. Butchart, R., Arbroath Public Library. *Coatsworth, Miss A. C., West Branch

Library, Sunderland. *Coatsworth, Miss M. L., Central Library, Sunderland. *Corner, L. G., Central Public Library, Bournemouth. Davison, J. L., Public Libraries, Bolton. Ellcock, Miss E., Public Library, Luton. *Fry, W. G., Central Public Library, Bournemouth. *Gray, R. O., Public Library, Newcastle-upon-Tyne. Honey, Miss A. G., Fulham. *Kirk, J., Central Library, Bolton. Lines, Miss M., Public Library, Luton. *Rees, E. J., Central Library, Cardiff. Slinger, G., Public Library, Bolton. Tattersall, Miss G., Public Library, Radcliff. Tempest, H., The Athenæum, Liverpool. *Treliving, N., Branch Library, Woodhouse Moor, Leeds. Yates, T. L., Public Library, Bolton.

Section 6. Library Routine.

125 candidates entered, 124 papers received, 72 passed.

Honours.

Nil.

Merit.

Butchart, R., Public Library, Arbroath. *Chubb, L., Central Library, Cardiff. *Fry, W. G., Central Public Library, Bournemouth. Hill, Miss W. C., British Library of Political Science. *Lauder, W., Donegall Road Branch Library, Belfast. *Newey, R. H., Birchfield Public Library, Birmingham. *Peppiette, E. A., The University, Birmingham. Travis, Miss A. M., Public Reference Library, Liverpool.

Pass.

Akers, Miss L., North Library, Islington, N. *Ames, J. E., Public Library, East Ham. Anderson, G. C., West Ham. Arrundale, Miss E. V., West Branch Library, Islington, N. Ashton, Miss M. L., Waterloo, Liverpool. Aston, T. H., Public Library, Wolverhampton. *Beer, Miss E., West Branch Library, Sunderland. Blackwell, Miss R., Cirencester. *Burton, G. L., Public Library, Stirchley, Birmingham. Candlish, E. E., Central Library, Bolton. Chausson, B., Liverpool. *Checketts, H. W., Central Lending Library, Birmingham. *Creed, W. T., Central Library, Fulham, S.W. *Daniels, R. M., Public Library, South Shields. Davies, Miss M. J. O., Central Library, Birkenhead. *Dixon, J., South King Street, Blackpool. *Doherty, R., Public Library, York. *Edge, H., Central Library, Bolton. Ellcock, Miss E., Public Library, Luton. *Gardner, J. W., East Ham. *Gebhard, Miss A. C., Amsterdam. Green, J. W., Liverpool. *Hall, B., Public Library, West Hartlepool. Harding, Miss M., Birkenhead. Harrison, Miss D., Warrington. Harwood, W., Public Library, Stalybridge. *Haworth, A. J., Public Library, Fulham, S.W. Huddart, H., Central Library, Birkenhead. *Hummerston, Miss M. M., Public Library, Leeds. Janes, Miss M., Public Library, Luton. Jarvis, R. T., Central Lending Library, Bolton. Jones, D. C., Public Library, Cardiff. Jones, Miss D., Liverpool. *Kershaw, W., Public Libraries, Rochdale. Knowles, J. O., Central Public Library, St. Helens. Leaver, Miss H., Public Library, Luton. *Lindsay, C., 180, Stirchley Road, Stirchley, Birmingham. Marshall, H. P., Public Library, Smethwick. *Massey, G., Bingham Public Library, Cirencester. *McCombie, Public Library, Canning Town, West Ham. *Moore, H. W., Central Library, Fulham, S.W. Morrall, A., Public Library, Wolverhampton. Padfield, C., Central Library, Greenwich. Perry, Miss M. J., South Govan. *Radford, E. S., Central Library, Woolwich. *Rennie, A., Public Library, Gateshead. Reyburn, G., Municipal Library, Durban, Natal. *Rix, W. B., Public Library, Norwich. Rocke, F., Municipal Library, Durban, Natal. *Shaw, W., Mechanics' Institute, Burnley. Spence, C. J., Public Library, Wood Green. *Spender, F., Liverpool. *Spratt, W. C., Central Library, Fulham, S.W. Tattersall, Miss G., Public Library, Radcliffe. *Thomas, Miss C., Public Library, Penarth. Thomas, J. W., Public Library,

Blackburn. Thorner, W. T., Free Library, Blackburn. *Treliving, N., Branch Library, Woodhouse Moor, Leeds. *Turner, H. J., Public Library, Great Smith Street, Westminster. Wallwork, W., High Street Branch Library, Bolton. Webb, Miss D. E., Woodside Baths, Halifax. Welham, H., Public Library, Canning Town, West Ham. Williams, W. T., Public Library, Middlesborough. Wilkinson, G., Central Library, Bolton.

*Members of the L.A.A.

PROCEEDINGS.

NORTH EASTERN BRANCH.

The inaugural meeting of the Fifth Session of the above Branch was held at Tynemouth on Wednesday, the 19th of June.

The first part of the programme took the form of a ramble to St. Mary's Island. The members and their friends before proceeding on their journey met together on the links at Whitley Bay and submitted themselves to the ordeal of facing the camera. After smiling to the photographer's satisfaction the members proceeded to the Island. On arrival all ascended the lighthouse and were greatly interested in the apparatus and the description of its working. The view from the balcony was not too clear owing to the dull day. After viewing the lighthouse the party sat down to a pleasant tea laid in the open. The event of the meeting was the genial presence of our Secretary (Mr. W. C. Berwick Sayers) whom all were glad to see. As the tide had risen the party had to leave in boats, and the excitement of embarking and disembarking was not the least amusing part of the afternoon's enjoyment. All too soon the hour came for the return to the town, and the party took car to Tynemouth Public Library, where the meeting was to be held. The Chairman, in opening the meeting, spoke of the pleasure it gave the members to welcome Mr. Sayers to the North. MR. SAYERS, in addressing the members, said that in discussing **The Position of the Profession** he had no wish to traverse the ground covered recently by Mr. Jast. Whatever view we took of the world in general it seemed in England to have some resemblance to the Revolutionary Period when "it was good to be alive, and to be young was very heaven"; old values were being questioned; but whatever changes were abroad, he thought the library would survive, as literature was the very expression of the soul of man. The librarian could only survive if he adapted himself to all the changing needs of the age. Culture he needed, and he fearlessly repeated this much-ridiculed word, but he interpreted it not as the accumulation of facts—a learned man was often uncultured—but as the cultivation of knowledge with sympathy and the "prolonged faculty of experiencing." Technical training could not be avoided, but technical training was only of utility when it supplemented culture; it could not make a librarian in any but the mechanical sense; but he was sure that none of his hearers were so foolish as to imagine that he criticised the L.A. Examinations; in our circumstances they were relative perfection and creditable to the profession. He would, however, prevent any assistant from taking them who had less than two years' experience, and was at least able to produce evidence of his ability to use his mother tongue. This explained partly his use of the word relative. As to our immediate prospects, he confessed they were not radiant; but even here there were changes possible—and the hope of the new Library Bill, though remote, was real; and, apart from this, our minor positions carried larger recompense and possibilities than hitherto, nor did he think these would decrease. Only, we should beware of slackness; who did his work feebly injured not only his library—that was evident—he injured himself far more gravely. He appealed to older workers to keep alive hope in all promising younger men;

crowded as we were the dearth of really first-rate men was obvious. He touched upon the work of the Association, and said its "Special Report" had in several instances influenced library authorities for good. He hoped that the shadow of trades-unionism would never fall on the Association. One further matter he would like them to consider was a suggestion of his friend, Mr. George Fry, of Bournemouth, that assistants should make holiday exchanges of their appointments. There were difficulties, but he believed them not insuperable, and the interchange of ideas they might produce was one of our most evident needs. He rejoiced to have been with them, and thanked them for a most delightful day. Mr. Sayers resumed his seat amidst loud and long applause.

An interesting discussion ensued in which the Chairman, Mr. Wilson, and Messrs Walton, Gibson, Herdman, Briggs, and Yates took part. On the motion of the Chairman a hearty vote of thanks was accorded to Mr. Sayers for his address. The members extended their congratulations to Mr. Walker, of Gateshead, on his appointment as Sub-Librarian of the Tottenham Public Library.

In his Annual Report the Secretary showed a membership of 64, consisting of 22 full members and 42 associates. Mr. Briggs was congratulated upon his Financial Report, "the most satisfactory since the Branch's inception." The following Officers were elected unopposed for the 1912-1913 Session :

Chairman : W. Wilson, Darlington ; Vice-Chairman : T. E. Turnbull, Newcastle ; Hon. Treasurer : I. Briggs, Newcastle ; Hon. Secretary : R. M. Daniel, South Shields.

Committee :—Members : W. H. Gibson, Newcastle ; Mr. D. W. Herdman, Miss Brooks, and Mr. K. Fostall, Sunderland. Associates : Mr. A. E. Thompson, Mr. W. Smettem, Newcastle ; Miss Coatsworth, Sunderland ; and Mr. A. T. Ord, South Shields.

YORKSHIRE BRANCH.

On 13th June meetings were held at Bradford, where the members were welcomed and entertained by Butler Wood, Esq., the Principal Librarian. In the afternoon about thirty members met at the Manningham Branch Library, and were addressed by Miss Maud Hummerston, of Leeds, on "The Art and Practice of Story-Telling to Children and its Possible Application in Juvenile Reading Rooms." The paper will, it is hoped, be published in "The Library Assistant" at an early date.

Miss Hummerston followed up the address with a specimen story which had for its subject some adventures in the life of a young caterpillar. The design and language of the story were admirably suited to its purpose.

The address was illustrated by two diagrams of her own production. In a discussion which followed, most of the speakers warmly welcomed the introduction of story-telling to children in municipal libraries as an important development of library work, and Miss Hummerston was accorded hearty thanks for her paper.

At 5 o'clock members were invited to tea at the Cartwright Memorial Hall by Mr. Wood, and after a pleasant hour enlivened by the geniality of their host they reassembled at the Central Library, where a paper was read by Mr. D. L. Strachan (Leeds), who dealt in an exhaustive way with the constituent materials and the binding of books. He remarked that while scientific developments had made it possible to manufacture books at a vastly cheaper rate than was formerly the case, they had also led to a great deterioration in materials, and to a corresponding deterioration in the lasting qualities of books. He explained that many American books were very defective because the grain of the paper ran down the page, causing the

paper to be very readily torn. In English books the grain was usually across the page, giving a considerable advantage in durability. The same thing had happened, Mr. Strachan pointed out, with regard to binding materials. Acids which were used to take out apparent blemishes in leather, or to make the leather look brighter, often ruined the material and in a comparatively short period the book was worthless. Mr. Strachan exhibited a number of books and samples of leather in illustration of his remarks. At the close he was cordially thanked for his paper.

This being the first meeting since his appointment to the librarianship of Leamington, the congratulations and good wishes of the meeting were sent to Mr. W. E. Owen, who was formerly Hon. Treasurer to the branch.

CORRESPONDENCE.

LIBRARY ASSOCIATION EXAMINATIONS.

To the Editor of "The Library Assistant."

DEAR SIR,

I do not know how many members of the L.A.A. have yet had an opportunity of glancing at a complete set of this year's Library Association Examination Questions, but I think those who have, will agree with me that the standard of the questions set in Sections III. and V. is decidedly below the average.

While not advocating undue severity in these Examinations, one humbly ventures to express the opinion that questions framed in the nature of those contained in the above two Sections this year, are somewhat of a slight on those already possessing the Certificates, for an ordinary pass under the old scheme is surely equal to a "merit" under the new. Moreover, unduly to lower the standard of these Examinations will be to reduce them to an absurdity in the eyes of many Library Authorities, Librarians, and other Professional Bodies.

The changes complained of in these two Sections are as follows: In Section III., apart from the easiness of the questions, candidates were only required to classify five book prospectuses according to Brown, and five according to Dewey, instead of ten as heretofore. In addition, the titles of four books were given, which were to be classified according to Dewey, with reasons for rejecting possible alternatives.

In Section V., not content with having made the most difficult part of the Syllabus optional—History of Libraries—this year candidates were only required to answer five questions in each paper.

If one may be permitted to express an opinion, one certainly thinks this Association should take steps towards inducing the Library Association to adopt some uniform standard of difficulty in the questions set year by year.

Yours faithfully,

HENRY A. SHARP.

Central Library,

Fulham, S.W.

11th June, 1912.

LIBRARY ASSOCIATION CERTIFICATES.

To the Editor of "The Library Assistant."

SIR,

During the last three or four years almost every member of the Bolton Public Libraries Staff has been taking both a personal and general interest in the L.A. Examinations. This year 25 out of 27 of the staff presented themselves for examination in one or more subjects, and you may be interested to learn that 20 certificates have been won, whilst only 13 candidates (several of whom have been on the staff less than a year) failed to satisfy the examiners.

Further, the name of some member of the staff appears this year in the pass list of every section of the examinations. The total number of certificates now held by Bolton assistants is 63, and the number held by past and present members of the staff is 72.

Can you possibly tell us whether these figures create a record in the whole of the library profession? We should be very interested to know whether any other staff holds a greater number of certificates, and it would also be interesting, and perhaps inspiring, to know who are our most dangerous competitors.

I may say in addition that the reason why the Library Assistants' Association receives so little support from Bolton is that distant provincial members can get so few advantages from the organisation. If the Executive Committee could form a South Lancashire Branch I am sure that most hearty support would be given to the project by the various members of the Bolton Public Libraries Staff.

The Central Lending Library,
Bolton,

Yours faithfully,
T. W. WRIGHT.

19th August, 1912.

[We know of Croydon 72 certificates (one of which is a Diploma), present eligible staff 19, with 44 certificates; of Islington 69 certificates, staff about 30].

THE WORK OF THE COUNCIL.

The first meeting of the Council was held at 24, Bloomsbury Square, W.C., on June 26th; the President (Mr. H. T. Coutts) occupying the chair.

Mr. H. Rutherford Purnell and Mr. George R. Bolton were re-elected Hon. Editor and Hon. Assistant Editor respectively.

Committees as follows were appointed:—

Finance and General Purposes: Messrs. Hogg (Chairman), Coulson, Ross, D. S. Young, J. D. Young, and Chambers (Honorary Secretary).

Education: Messrs. Stewart (Chairman), Handby, Peddie, Sureties, and Thorne (Honorary Secretary); Misses Clarke and Gilbert.

Publications: Messrs. Hawkins (Chairman), Bolton, Grindle, Male, Morgan, Parker, Smith, Strother, Wilson, and Purnell (Honorary Secretary).

International: Messrs. Hogg, Peddie, Purnell, Stewart and Thorne; Misses Clarke and Gilbert.

Library: Messrs. Bolton, Purnell and Smith.

Press: Messrs. Bolton, Hogg, Parker, Peters, Purnell, and Sureties; and Misses Clarke and Gilbert.

Propaganda: Messrs. Chambers, Cooper, Sureties, Thorne, D. S. Young and J. D. Young.

The Honorary Secretary reported a successful Fifth Inaugural Meeting of the N.E. Branch which he attended as the Council's delegate. The resignation of the Honorary Librarian was received with regret and the following resolution was carried: "That the Council records a hearty vote of thanks to Mr. A. H. Carter for his long and valuable services as Librarian." The request of the Yorkshire Branch that ballot papers might in future be issued with the May journal was referred to the Finance Committee with an instruction to report on its practicability. An application, in authorised form, was received from assistants on the South Coast for a branch; and a constitution as South Coast Branch (to cover the area from Hastings to Portsmouth) was granted. At the motion of the Honorary Secretary a Committee was appointed to undertake (a) the classification of non-municipal libraries; (b) an enquiry into the hours, salaries and service in such libraries; and to submit a report on the same. The Honorary Secretary and Mr. James D. Stewart were invited to become candidates for the Library Association Council in the interests of library assistants.

NOTABLE PROFESSIONAL LITERATURE.

PEDDIE, ROBERT ALEXANDER. *The British Museum Reading Room: a Handbook for Students.* 4 + 61pp. 6½ in. x 4 in. Paper covers. Grafton & Co. 1s. net.

We had the pleasure of attending the most interesting and valuable lectures on the British Museum and its bibliographical resources which Mr. Peddie delivered in the lecture room of the British Museum during recent winters. It has been a special pleasure to us, therefore, to receive and read this handy and well-printed extension of the lecture entitled "How to Use the Reading Room of the British Museum." It defines briefly the scope of the national collection, contains a reprint of the rules of admission with notes, a description with two plans of the reading room, and brief but careful descriptions of the general and special catalogues, subject indexes, and bibliographies; and of the conditions under which rare and valuable books, newspapers, and oriental books and manuscripts are made accessible to the public. The style of the work is lucid and untechnical, and as concise as is consistent with perfect clearness. Mr. G. K. Fortescue, the Keeper of the printed books, has revised the work, and it may therefore be strongly recommended as authoritative, not only to those who use the library in London, but to those who wish to get some special practical information on the method of access to the British Museum. Not the least useful point about the book is the fact that it is small and can be slipped into the pocket when one is visiting the institution it describes.

W.C.B.S.

APPOINTMENTS AND CHANGES.

BARRETT, MR. FRANKLIN T., Chief Librarian of the Glasgow Public Libraries, is retiring from the position he has so signally occupied for so many years, his resignation to take effect in November.

BURTON, MR. G. H., of the King's Norton Public Library, now King's Norton Branch of the Birmingham Public Libraries, has been appointed Inspector of Lending Libraries, Birmingham.

CASHMORE, MR. HERBERT M., Assistant in the Birmingham Central Reference Library, has been appointed Deputy Chief Librarian of the Birmingham Public Libraries.

EDWARD, MR. DAVID, of the Central Library, Dundee, has been appointed Chief Librarian of the Ayr Public Library.

***LILLIE, MR. R.**, of the G. W. R. Institute Library, Swindon, has been appointed Sub-Librarian of the Gateshead Public Library.

***REDGRAVE, MR. STANLEY J.**, Senior-Assistant in the Croydon Central Lending Library, has been appointed Assistant in the Eastbourne Public Library.

The other selected candidates were Messrs. Bird (Plumstead); and *Glenn (Bromley, Kent).

NEW MEMBERS.

South Wales Branch. ASSOCIATES: Misses Florence G. Blow, Flora Jones, H. M. Mills, E. Pearson, (all of Cardiff); Messrs. F. S. Tay, Aberdare; R. C. Evans, Weston-super-Mare.

Note. Through an oversight the following names were omitted from the List of Members in the June number of "The Library Assistant."

Midland Branch. MEMBERS: D. Gray, Coventry; W. Skelton, Birmingham. ASSOCIATES: Miss D. Allcock, Birmingham; A. H. Pennington, Oldbury; Miss B. Phillips, Birmingham.

* Member L.A.A.